

**WZRC(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 – January 31, 2024**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
No Full-Time Positions Were Filled During this Reporting Period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and preventing discrimination and harassment in the workplace	<p>On January 16<sup>th</sup>, 2024, Station WZRC(AM) required management-level employees as well as all its full-and part-time staff to view and participate in an online Anti-Harassment Training webinar developed by the New York City Commission on Human Rights (<a href="https://www.nyc.gov/site/cchr/law/sexual-harassment-training.page">https://www.nyc.gov/site/cchr/law/sexual-harassment-training.page</a>).</p> <p>This webinar provided information and materials about State and City requirements with respect to harassment prevention in the workplace.</p> <p>Employees of WZRC viewed this training course in the language they were most comfortable with to enable them to fully understand the information presented and participate in the interactive training examples.</p>
<b>2</b>	Host event designed, in part, to disseminate information about career opportunities in broadcasting (2)	<p>On September 16<sup>th</sup> and 17<sup>th</sup> of 2023, Station WZRC(AM) celebrated the Mid-Autumn Festival with the public during which it hosted the WZRC Advertiser Product Exhibitions at Resorts World New York City in Queens, New York. Resorts World promoted this event on its website in Chinese and in English. The Station also promoted this event over-the-air, organized the event, and solicited local employer participation. WZRC took advantage of this opportunity to talk with interested attendees about careers in broadcasting as well as possible job opportunities at the Station, and provide them with literature about the company. Station participants included the Owner, Sales Manager, and Program Director.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Participate in event/program sponsored by a community organization designed, in part, to disseminate information about career opportunities in broadcasting (2)	On August 12 <sup>th</sup> and 13 <sup>th</sup> of 2023, WZRC(AM) continued its long tradition of participating in the annual Hong Kong Dragon Boat Festival at Flushing Meadow's Corona Park, Queens, New York. Management-level employees (including the Owner, Station Manager, Sales Manager and Program Directors) took this opportunity to speak with interested attendees about the radio business as well as job opportunities with Multicultural Radio Broadcasting Licensee, LLC, and distributed literature about the company.
4	Participate in event(s) designed, in part, to disseminate information about career opportunities in broadcasting	On March 29th, 2023, Station WZRC (AM) participated in the BMCC Spring 2023 Job Fair (Borough of Manhattan Community College), which took place in the BMCC Gymnasium in Manhattan, New York. Our Station Manager, HR management personnel, and the WZRC DJs attended this event and spoke with interested attendees about career opportunities in radio, job openings at WZRC, and distributed literature about the Station.
5	Participate in activities designed, in part, to disseminate information about career opportunities in broadcasting	WZRC(AM) continues to utilize its platforms to share information on a quarterly basis about the job market in the community and the city which includes possible opportunities in the broadcasting field.